

September 30, 2012

KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV

2011 – 2012 ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KAPP TV, KAPPD-TV, KVEW TV and KVEWD-TV and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this report covers the time period beginning October 1 2011 -- September 30, 2012 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.



10/1/11-9/30/12 Supplemental Recruit Activities Undertaken by the Station

Name of Event: Partnership in Employment Career Fair
Date of Event: February 29, 2012 2:00-6:00pm
Location of Event: Spokane Convention Center
Attended by: Brian Paul, Tery Garras, Michelle McIntyre, Wendy Peter

Nature/Purpose of Activity: Talked with students of Eastern Washington University, Gonzaga University, WSU-Spokane & Whitworth University about career opportunities at KXLY and KAPP/KVEW.

Name of Event: Spokane Falls Community College Career Fair
Date of Event: May 2, 2012 9:00am-12:00pm
Location of Event: Spokane Falls Community College
Attended by: Michelle McIntyre, Wendy Peter

Nature/Purpose of Activity: Talked with students of Spokane Falls Community College about career opportunities at KXLY and KAPP/KVEW.

Shannon spoke to Ellensburg High School --



2012 EEO Public File Report Form

Covering the Period from 10/1/11-9/30/12

Station(s) Comprising Station Employment Unit: KAPP TV and KVEW TV

Section 1: Vacancy Information

Job Opening	Dates	# of people Interviewed	Recruitment Source
PT Master Control Operator	2/21-8/15/2012	1	position not filled. Reposted
Multi-Media Journalist/ Gen Assign. Reporter	3/17/12-6/19/12	7	WSU
Part Time Tape Operator	7/17-8/14/12	1	KVEWTV.com
Anchor/Producer/Host	7/25-9/17/12	3	Contacted station
Part Time Master Control Operator (2x)	8/15-8/29/12 8/15-9/5/12	1 3	On Line On line
Part Time Studio Tech	8/30-9/12/12	5	Craigslist.com



RECRUITMENT SOURCES AND REFERRAL LISTINGS 10/1/11-9/30/12

Job Title	Date Position Opened	Date Position Filled	Sources Used	Hire Source	Interviewee Referral Source
Part Time Master Control Operator	2/21/12	not filled	2,3,5,6,7,12, 13,19,24,28	Not filled	Position not filled. No qualified candidate. Reposted on 8/15/12
Multi-Media Journalist/ Gen Assn. Reporter	3/17/12	6/19/12	1-3,5-6,8-27, 29-31	WSU	TV Jobs.com, On Own, WSU
Part Time Tape Operator	07/17/12	08/14/12	2,3,12,13,19, 23-25,30	KVEWTV.com	KVEWTV.com
Anchor/Producer/ Host	07/25/12	09/17/12	1-3,5-6,8-22, 25-27,29,31,34	Contacted Station	Contacted Station,Current Employee,
Part Time Master Control Operator	08/15/12	08/29/12	1-15,17-19, 23-26,30,33	On Line	On Line
Part Time Master Control Operator	08/15/12	09/05/12	1-15,17-19, 23-26,30,33	On Line	On Line
Part Time Studio Tech	08/30/12	09/12/12	2-3,12-13,19 24,33,34	Craigslst.com	Craigslst.com, Employee Referral
# of Interviewees			Referral Source		
			Referred		
			5		
			1		
			TVJobs.com		
			On Own		

WSU
KVEWTV.com
On Line
Employee Referral
Craigslst.com
Current Employee
Contacted Station

1
1
4
1
4
1
1

